

# COLORADO STATE PERSONNEL SYSTEM

## TOTAL COMPENSATION TIME LINE

Created February 1995, updated January 2006

FY 71-74	07/01/71	State personnel system created; PERA at 8.5%
	06/30/72	End of six-month initial anniversary for positions below grade 15
	07/01/73	PERA to 9.5%, (10.5% for Troopers)
	12/12/73	Higher Education included in state personnel system
	01/01/74	Seniority rule (P6-1-6) for temporary to permanent appointment



FY 75-85	07/01/74	PERA to 10.5%, (11.5% for Troopers)
	07/01/75	PERA to 10.64%, (11.64% for Troopers)
	09/01/75	<b>Delayed salary survey</b> implemented
	10/01/77	Multiple range classes introduced
	09/01/80	PERA to 12.2%, (13.2% for Troopers)
	1981	First attempt at incentive pay – not funded
	12/01/83	<b>Delayed salary survey</b> implemented
	07/01/84	Authority for job evaluation appeals transferred from State Personnel Board to State Personnel Director (HB 1084)
	1984	One-year limit on reinstatement changed to 5 years



FY 85-86	09/01/85	<b>Delayed salary survey</b> implemented Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) enacted
	01/01/86	Rules rewritten: R9-3-6 - no break in service with 90-day break in service
	02/86	Colorado Payroll Personnel System (CPPS) implemented
	04/01/86	Medicare Tax - 1.45% for new employees
	04/15/86	State covered under Fair Labor Standards Act (FLSA)
	05/86	"Deemed to have earned" concept introduced in the system



FY 86-88	<b>FREEZE YEAR (88-89) - Salary Survey</b>	
	11/1/86	Immigration Reform and Control Act (IRCA) implemented
	03/01/87	Delayed salary survey implemented
	07/01/87	PERA to 10.2%, (11.2% for Troopers)
	03/01/88	Mandatory direct deposit
	07/01/88	PERA to 12.2%, (13.2% for Troopers)

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<b>FY 89-91</b>	<b>07/01/89</b>	Authority for leave, premium pay, fringe benefits transferred from State Personnel Board to State Personnel Director (SB 54) Organ donor leave created (HB 1055)
	<b>09/01/89</b>	Primary medical care on-call rate established
	<b>01/01/90</b>	<b>Delayed salary survey</b> implemented Repeal requirement that jury pay be turned over to agency Temps eligible for 3 days of jury leave, Minimum 3-day fine created for failure to rate an employee (HB 1352)
	<b>05/01/90</b>	40 hour sick leave cap for immediate family changed to 520 hours Family leave and leave sharing created Short-term disability leave limited to certified employees
	<b>03/11/91</b>	Leave sharing adopted in statute (HB 1141)
	<b>05/24/91</b>	Senior Executive Service (SES) and Medical (MED) plans created by statute (SB91-246)



<b>FY 91-92</b>	<b>07/01/91</b>	Federal law requires retirement plan for all temp and seasonal employees PERA to 11.6%
	<b>01/01/92</b>	The "Lid Bill" (SB 246) raises salary lid from Grade 99 to Grade 109
	<b>04/01/92</b>	Five-year limit on reinstatement rescinded New layoff rules including 3-year bands Seniority based on year continuous state service began
	<b>05/92</b>	PERA to 5.6%, (7.2% for Troopers) for May and June 1992 only



<b>FY 92-93</b>	<b>FREEZE YEAR - Anniversaries</b>	
	<b>07/01/92</b>	Freeze anniversary increases for one year (SB 92-068) Step 6 does not count New hires receive July 1, 1994 anniversary date Anniversary date not adjusted for leave-without-pay Statewide hiring freeze PERA to 10.6%, (12.2% for Troopers)
	<b>01/01/93</b>	Statutory lids for regular and MED plans raised, and SES implementation postponed (HB 92-1334)
	<b>04/01/93</b>	Exempt employees may be charged leave-without-pay for less than one day

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<b>FY 93-94</b>	<b>07/01/93</b>	Methodology for adjusting salary lids implemented (HB 92-1334) PERA to 11.6%, (13.2% for Troopers) Anniversaries begin again Authority for overtime from State Controller to State Personnel Director (HB 93-1008) Probationary employees have no right to hearings for discipline for unsatisfactory performance (HB 93-1119)
	<b>09/01/93</b>	Multiple ranges eliminated Personal services contracts rules readopted (HB 93-1212) Job Evaluation System Redesign - Phase I (classes) implemented and Phase II (class placement) begins: new class descriptions, introduce half steps and T-steps Class placement concept adopted (no testing or layoff) Saved pay for 3 years
	<b>12/01/93</b>	Teacher I movement based strictly on academic level – no exam
	<b>01/01/94</b>	Health benefits employer contribution increased
	<b>05/01/94</b>	<b>Delayed salary survey</b> implemented Senior Executive Service (SES) implemented (positions placed in SES) Salary lid raised
	<b>06/30/94</b>	T-steps eliminated



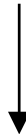
<b>FY 94-95</b>	<b>07/01/94</b>	All leave and holidays counted as work time for essential employees (SB 94-150) Redline outlier classes
	<b>09/01/94</b>	Survey recommendations due on December 1 of each year (SB 94-222) Benefits moved to Part 6 of 24-50 (HB 94-1113)
	<b>01/01/95</b>	Overtime eligibility by position not class - designation shifted to agencies Job Evaluation System Redesign Phase II study (class placement) completed



<b>FY 95-96</b>	<b>08/01/95</b>	Family and Medical Leave Act (FMLA) rules adopted
	<b>01/01/96</b>	Long-term disability (LTD) paid by state Diversity rules adopted
	<b>05/15/96</b>	Affirmative action remedies expire (SB 96-236)

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<b>FY 96-97</b>	<b>07/01/96</b>	Implementation of 2 <sup>nd</sup> and 3 <sup>rd</sup> shift differentials (2 <sup>nd</sup> - 8.8%, 3 <sup>rd</sup> -11.7%)
		On-call rate from \$2.40 to \$2.00
	<b>09/01/96</b>	Saved pay expires for Job Evaluation System Redesign Phase I
	<b>01/01/97</b>	Open-range established for management classes
		Management classes moved to PS occupational group
		Injury leave repealed – “make whole” begins
		520 hour sick leave cap for family eliminated
		“Red Cross “ volunteer leave adopted in statute (HB 1155)
		Housing premium adopted
		Suspension for failure to rate employees changed to one week increments
	<b>05/01/97</b>	SES "Grandfather" provision ends



<b>FY 97-98</b>	<b>07/01/97</b>	PERA to 11.5%, (13.1% for Troopers)
		PERA retirement age changed to 50 with 30 years of service
		Northeastern Community College into state system
		State Fair into state system
	<b>09/01/97</b>	Payroll rules transferred from fiscal rules to Director's Administrative Procedures
	<b>01/01/98</b>	Saved pay expires for Job Evaluation System Redesign Phase II



<b>FY 98-99</b>	<b>07/01/98</b>	2nd shift diff from 8.8% to 7.5%, 3rd shift diff from 11.7% to 10.0%
		PERA to 11.4%
	<b>07/02/98</b>	Separate pay plan for each occupational group
		Colorado Pay-for-Performance (CPP) implementation begins
		Open range implemented (job rate, 5-year rate, lateral and promotional awards, traditional max)
		Steps eliminated
		Anniversary increase is 5%
		Discretionary pay differentials adopted
	<b>08/05/98</b>	No system maintenance study appeals (HB 98-1312)
		Meet & confer adopted - no individual allocation appeals except downward
		Only paid leave is counted as work hours for essential non-exempt employees
		Director's review process for employment law adopted
	<b>09/01/98</b>	PS study Phase I implemented (no fiscal impact)
	<b>12/31/98</b>	Rewritten streamlined rules effective: no credit for temp service
		Short-term disability (STD) leave now like all unpaid leave
		Strict pro-rated leave earning
		“Deemed to have earned” eliminated
	<b>01/01/99</b>	Discontinue state-paid LTD



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<b>FY 99-00</b>	<b>07/01/99</b>	CPP continues Survey adjustment is percent of fixed grade (not grade change) PS study Phase II (fiscal impact), LTC study Phase I (no fiscal impact) Management occ group title changed to SES occ group Northwestern Community College into state system
	<b>10/28/99</b>	Injury leave reinstated by court order, retroactive to January 1, 1997
	<b>01/01/00</b>	PERA begins disability program for vested employees only
	<b>04/01/00</b>	Injury leave repealed - "make whole" resumes
	<b>05/01/00</b>	Payroll rules back to fiscal rules
	<b>05/26/00</b>	CPP repealed and redesign of performance pay system mandated



<b>FY 00-01</b>	<b>07/01/00</b>	Survey adjustments rounded to nearest .1% LTC study Phase II (fiscal impact), FS study Phase I (no fiscal impact) Separate IT survey adjustment Special 14% 3 <sup>rd</sup> shift rate for licensed health care classes PERA to 10.4% (13.1% Troopers)
	<b>08/31/00</b>	5 year sick leave conversion to salary for PERA implemented (HB 00-1458)
	<b>12/01/00</b>	New performance pay system submitted to JBC (SB 00-211)
	<b>01/01/01</b>	Mandated separate trooper salary survey analysis implemented (HB00-1280)
	<b>01/01/01</b>	Employer match (Matchmaker) up to 3% on defined contribution plans Health benefits employer contribution increased
	<b>02/01/01</b>	Hazardous duty pay adopted
	<b>05/31/01</b>	Overtime calculation excludes non-base awards
	<b>05/31/01</b>	Survey report due November 1, 2001 and August 1 every year after (SB 01-234)



<b>FY 01-02</b>	<b>07/01/01</b>	Performance pay system implemented: five-year rate extended to 6/30/02 Job rate, traditional maximum, and non-base promotional awards eliminated PERA to 9.9% (12.6% for Troopers) HCS study Phase I (no fiscal impact)
	<b>08/08/01</b>	César Chávez Day statute effective (SB 01-151)
	<b>11/06/01</b>	Trial service no longer applied to transfers (HB 01-1085)
	<b>11/06/01</b>	State health care contribution supplemented 12/1/01 – 11/30/02 for all employees (SB 01S2-022)
	<b>12/11/01</b>	Administrative leave and voluntary "make whole" leave sharing retroactive to 9/11/01 for military in Operation Enduring Freedom
	<b>01/01/02</b>	Personal services contracts chapter rewritten
	<b>03/01/02</b>	Statewide hiring freeze through June 30, 2002
	<b>04/19/02</b>	Victim protection leave established (HB 01-1051)
	<b>05/01/02</b>	Separation rules chapter rewritten
	<b>06/08/02</b>	Retention right clarified re: occupied positions & certification in class
	<b>06/21/02</b>	JBC authorizes increase to health care contribution amounts through the Long Bill Leave sharing for catastrophic events authorized

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<b>FY 02-03</b>	<b>07/01/02</b>	First performance awards paid effective 7/1/02 – departments determined amounts Performance pay system procedures clarified Anniversary increases and five-year rate abolished PERA to 10.04% (12.74% for Troopers) HCS study Phase II implemented (fiscal impact), EPS and PSE Phase I studies implemented (no fiscal impact) Overtime provisions on scheduling comp time and length of meal periods revised Temporary employees not entitled to salary survey increases Department directors granted discretion to designate shift, on-call and call-back for positions in non-designated classes Weekday 3 <sup>rd</sup> shift rate (14%) extended to all eligible health care classes Weekend/holiday 1 <sup>st</sup> (7.5%), 2 <sup>nd</sup> (14%) and 3 <sup>rd</sup> (20%) shift rates for eligible health care classes
	<b>08/01/02</b>	Injury leave reinstated by court order - retroactive to April 1, 2001
	<b>12/31/02</b>	No insurance premiums deducted from employees' pay in December to transition from paying a month in advance to paying the same month
	<b>01/01/03</b>	Insurance premiums paid in the same month that coverage is effective Employer match (Matchmaker) reduced to 2% on voluntary defined contribution plans
	<b>05/01/03</b>	Senior Executive Service (SES) modified Board rules effective
	<b>05/30/03</b>	Senior Executive Service (SES) modified Director's procedures effective: criteria for placement in pay plan rights of SES employees Medical Plan contracts must be negotiated by July 1 or within 30 days of hire Benefits chapter revised: responsibilities of departments, employees and state benefits administrators clarified; effective dates of coverage; added procedures regarding CSEAP (HB 02-1226) Policy on payment for compensatory time changed Deductions and status clarified for FLSA exempt employees on leave of absence Procedure effective to implement statutory victims protection leave (HB 02-1051)
	<b>06/30/03</b>	June pay date shifted to first working day of July each year (SB 03-197)



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<b>FREEZE YEAR - Salary Survey and Performance Awards</b>	
<b>FY 03-04</b>	<p><b>07/01/03</b> No implementation of salary survey (SB 03-273 and HB 03-1316)  No payment of performance awards (SB 03-258 - Long Bill)  Pay range maximum rates set at 2002 actual market maximum; pay range minimum rates unchanged from FY 02-03  Transportation Maintenance III pay grade change implemented; all SES positions moved to Management class (no conversion); studies with fiscal impact delayed pending funding  Implement Total Compensation Reform Act (HB 03-1316): total compensation definition expanded; survey includes three elements involving cost; funding mechanisms are consolidated; ability to review direct surveys along with 3<sup>rd</sup> party; survey audit cycle changed to four years beginning 2005; TCAC changed to 10 members and employee election replaced with appointment process; two PBP reports consolidated; separation incentives under the director's authority; director makes annual recommendation based on survey report and other factors.  PERA to 10.15%, (12.85% for Troopers)  Established pilot program to broaden personal services waiver process creating more flexibility at the agency level. Pilot concludes October 2004  Established personal services audit process in conjunction with State Purchasing and the State Controller's office. Pilot concludes December 2004</p>
	<p><b>05/02/04</b> In-Range Salary Movement pay mechanisms effective; deleted base-building features of temporary pay differentials.  Changes to performance pay Director's procedures effective: sequence of multiple actions, uniform performance awards, standard definitions for levels, uniform cycle by 3/31/06</p>
	<p><b>05/31/04</b> Employer match (Matchmaker) to voluntary DC plans ended (SB04-132)</p>
	<p><b>06/04/04</b> Civil Service Reform legislation signed for 11/04 ballot (HCR 04-1005 &amp; HB04-1373)</p>
	<p><b>06/05/04</b> Emergency rule on dual employment with two departments effective (HB04-1446)</p>



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<b>FY 04-05</b>	<b>07/01/04</b>	<p>All eligible employees (final performance rating above level 1) received a 2% salary adjustment increase and ranges adjusted in accordance with occupational groups for an average of 3%</p> <p>Performance pay increases awarded – Director's payout ranges: 0%-1% for Level 2, .5%-2% for Level 3, 1.5%-5% for Level 4</p> <p>Phase II of EPS occupational group, Nurse Anesthetist, Pharmacy and Pharmacy Technician, Wildlife Manager, and Police Communications studies implemented (fiscal impact)</p>
	<b>08/02/04</b>	<p>Time limit on reinstatement (5-year) rescinded</p> <p>Change in holiday pay effective – paid status the day before <b>or</b> after (no longer both)</p> <p>Total Compensation long-term strategic direction published</p>
	<b>08/04/04</b>	<p>Higher education allowed to exempt positions from the state personnel system (SB04-007)</p> <p>Personnel director authorized to set the plan year for group benefit plans (HB04-1449)</p> <p>Personnel director authorized to define eligibility and state contribution to group benefit plans for part-time employees hired on or after 1/1/05 (SB04-008)</p>
	<b>10/01/04</b>	<p>Report to legislature on health plan qualified for Health Savings Accounts (SB04-094)</p> <p>Personal services waiver process implemented on ongoing basis</p>
	<b>11/09/04</b>	Civil Service Reform defeated (HCR04-1005 and most of HB04-1373)
	<b>12/01/04</b>	<p>Report to legislature on study of employee incentive program (HB04-1020) and retirement health savings trust (HB04-1171)</p> <p>Personal services audit process implemented on ongoing basis</p>
	<b>01/01/05</b>	<p>State contribution to group health benefit plans increased (overall average 56% of market employer contribution)</p> <p>Basic life increased to \$33,000</p> <p>Short plan year (1/05 – 6/05) due to change in benefit plan year to fiscal year cycle (HB04-1446)</p>
	<b>06/30/05</b>	Sick leave conversion to PERA salary ends





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<b>FY 05-06</b>	<p><b>07/01/05</b> All eligible employees (final performance rating above level 1) received a 3% salary adjustment increase (5.2% for Trooper) and ranges adjusted in accordance with occupational groups for an average of 2.15%</p> <p>No payment of performance awards (SB05-209 Long Bill)</p> <p>Benefits changes implemented: change plan year to fiscal year (HB04-1449), change to self-funded medical and dental, four-tier structure adopted, offer qualified health plan and Health Savings Account</p> <p>Increase State contribution to group health benefit plans (overall average 66% market employer contribution)</p> <p>EPS Occupational Group definition revised, Lottery and Administrative Law Judge studies implemented</p> <p>Rewrite of Board rules and Director's procedures – now rules – implemented: time to request allocation changed to 6 months, comp time accrual limits changed, calculation of leave for part-time changed, calculation of holiday leave for part-time changed, expansion of leave sharing for catastrophic events and active military added, personal services chapter rewritten and Director's review added, SES policies changed, policy changed to allow temporary employees to fill a succession of temporary 6-month positions as long as in different departments, requires use of Temporary Aide class</p> <p>Completed and implemented the Lottery study, and Administrative Law Judge study.</p> <p><b>01/01/06</b> State Expanded DC plan effective to offer new employees DC retirement alternative to PERA's defined benefit plan (SB04-257)</p> <p>PERA to 10.65% (13.35% for Trooper)</p>
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## Ten-Year History of Annual Salary Survey and Performance Pay Adjustments (%)

FY	Action	ASR	EPS	FS	HCS	LTC	MED	MGT	PSE	PS	T	Average
96-97	Salary Recommendation	2.5	2.5	2.5	0	2.5	9.3	5.0	2.5	2.5	2.5	2.13
	Funded	2.5	2.5	2.5	0	2.5	9.3	5.0	2.5	2.5	2.5	2.13
97-98	Salary Recommendation	2.5	2.5	2.5	2.5	2.5	5.6	0.0	2.5	0.0	2.5	1.68
	Funded	2.5	2.5	2.5	2.5	2.5	5.6	0.0	2.5	0.0	2.5	1.68
98-99	Salary Recommendation	2.5	7.5	2.5	2.5	2.5	1.2	5.0	5.0	5.0	2.5	4.02
	Funded	2.5	7.5	2.5	2.5	2.5	1.2	5.0	5.0	5.0	2.5	4.02
99-00	Salary Recommendation	5.0	2.5	2.5	2.5	5.0	2.5	2.5	2.5	2.5	2.5	3.39
	Funded	5.0	2.5	2.5	2.5	5.0	2.5	2.5	2.5	2.5	2.5	3.39
00-01	Salary Recommendation	3.9	4.5	5.3	2.3	3.7	2.3	3.0	4.6	3.0*	3.1	3.83
	Funded	3.9	4.5	5.3	2.3	3.7	2.3	3.0	4.6	3.0*	3.1	3.83
01-02	Salary Recommendation	4.2	5.7***	3.1	5.2	4.8	5.2	na**	5.7	5.0	3.6	5.20
	Funded	4.2	5.7	3.1	5.2	4.8	5.2	na	5.7	5.0	3.6	5.20
02-03	Salary Recommendation	5.8	4.2	5.6	6.1	4.8	6.1	na	5.2	4.1	3.5	4.70
	Funded	5.8	4.2	5.6	6.1	4.8	6.1	na	5.2	4.1	3.5	4.70
	PBP Budget Recommendation	0.8										0.80
	PBP Funding & Awards	Level 2 = 0.0-3.97, Level 3 = 0.5-5.0, Level 4 = 0.92-6.7										0.80
03-04	Salary Recommendation	3.1	3.5	2.6	6.7	3.1	6.7	na	1.1	3.2	4.9	3.40
	Funded	0.0	0.0	0.0	0.0	0.0	0.0	na	0.0	0.0	0.0	0.00
	PBP Budget Recommendation	0.0										0.00
	PBP Funding & Awards	0.0										0.00
04-05	Salary Recommendation	2.5	3.7	2.8	5.1	2.8	5.1	na	3.6	2.0	2.0	3.00
	Funded	2.0	2.0	2.0	2.0	2.0	2.0	na	2.0	2.0	2.0	2.00
	PBP Budget Recommendation	1.0										1.00
	PBP Funding & Awards	Level 2 = 0-1.0, Level 3 = 0.5-2.0, Level 4 = 1.5-5.0										1.00
05-06	Salary Recommendation	1.7	2.0	2.9	3.9	2.2	3.9	na	2.8	1.5	1.5	2.15
	Funded	3.0	3.0	3.0	3.0	3.0	3.0	na	3.0	3.0	3.0	3.00
	PBP Budget Recommendation	1.1										1.10
	PBP Funding & Awards	0.0										0.00

Prior to **FY 00-01**, classes were moved to new grades as opposed to the current practice of adjusting the minimum and maximum values of the pay grade. Generally, pay grades are approximately 2.5% apart. For specific grade values, refer to the appropriate year's official State of Colorado compensation plan.

\* In **FY 00-01**, the Information Technology sub-group received an adjustment of 5.80% separate from the PS group.

\*\* In **FY 01-02**, the Management group was abolished and the Management class appended to PS group.

\*\*\* In **FY 01-02**, separate adjustments to Trooper classes began. FY 01-02 = initial adjustments to individual classes to re-align pay relationship (see next page). FY 02-03 = 3.2% structure & actual. FY 03-04 = 3.5% structure & actual, 0% funded. FY 04-05 = 2.8% structure & 7.3% actual, funded 2.0%. FY 05-06 = 2% structure & 5.2% actual, funded 5.2%.

In **FY 04-05** and **FY 05-06**, ranges were adjusted by the occupational group recommendations; however, salaries were adjusted uniformly by the across-the-board amount indicated above for all employees with a performance rating of Level 2 and higher, subject to grade maximums.

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In Fiscal Year 2001-2002, initial adjustments were made to individual classes in the Trooper subgroup in order to re-align the pay relationships.

Salary Survey History	
Enforcement and Protective Services Trooper Subgroup	FY 01-02
Patrol Trooper Intern/Cadet	18.0%
Patrol Trooper	18.0%
Patrol Trooper III	12.6%
Patrol Supervisor	7.1%
Patrol Administrator I	7.1%
Patrol Administrator II	3.6%

## COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

### Lid Value History (monthly)

Year	General	Medical	SES
<b>FY 2005-06</b>	\$8,619	\$11,623	\$10,774
<b>FY 2004-05</b>	\$8,610	\$11,611	\$10,763
<b>FY 2003-04</b>	\$8,374	\$11,292	\$10,468
<b>FY 2002-03</b>	\$8,374	\$11,292	\$10,468
<b>FY 2001-02</b>	\$7,983	\$10,765	\$9,979
<b>FY 2000-01</b>	\$7,679	\$10,355	\$9,600
<b>FY 1999-00</b>	\$7,463	\$10,063	\$9,329
<b>FY 1998-99</b>	\$7,288	\$9,827	\$9,110
<b>FY 1997-98</b>	\$7,055	\$9,513	\$8,818
<b>FY 1996-97</b>	\$6,816	\$9,191	\$8,520
<b>FY 1995-96</b>	\$6,535	\$8,812	\$8,169
<b>FY 1994-95</b>	\$6,260	\$8,441	\$7,825
<b>FY 1993-94</b>	\$6,008	\$8,101	\$7,510
<b>FY 1992-93</b>	\$5,640	\$6,250	Not Applicable
<b>FY 1991-92</b>	\$4,872	Not Applicable	Not Applicable
<b>FY 1990-91</b>	\$4,872	Not Applicable	Not Applicable
<b>FY 1989-90</b>	\$4,872	Not Applicable	Not Applicable
<b>FY 1988-89</b>	\$4,872	Not Applicable	Not Applicable
<b>FY 1987-88</b>	\$4,872	Not Applicable	Not Applicable
<b>FY 1986-87</b>	\$4,872	Not Applicable	Not Applicable
<b>FY 1985-86</b>	\$4,872	Not Applicable	Not Applicable

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## History of State Contribution to Health and Life Benefits

Plan Year & Type		EE Only	EE + Spouse*	EE + Children	EE + Spouse + Children
FY 05-06	Medical	\$190.20	\$333.96	\$322.32	\$460.26
	Dental	\$ 14.90	\$ 18.38	\$ 19.78	\$ 23.12
	Life	\$ 4.68			
CY 05 (1/05 – 6/05)	Medical	\$178.06	\$303.50	NA	\$420.02
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 4.68			
CY 04	Medical	\$156.06	\$232.52	NA	\$326.46
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 1.60			
CY 03	Medical	\$147.86	\$220.90	NA	\$310.62
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 2.00			
CY 02	Medical	\$147.86	\$220.90	NA	\$310.62
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 2.00			
CY 01	Medical	\$141.74	\$211.74	NA	\$397.74
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life	\$ 2.00			
CY 00	Medical	\$130.48	\$166.62	NA	\$240.62
	Dental	\$ 15.67	\$ 15.67	NA	\$ 15.67
	Life	\$ 2.00			
CY 99	Medical	\$130.74	\$166.88	NA	\$240.88
	Dental	\$ 15.41	\$ 15.41	NA	\$ 15.41
	Life	\$ 2.00			
CY 98	Medical	\$131.18	\$167.32	NA	\$241.32
	Dental	\$ 14.83	\$ 14.83	NA	\$ 14.83
	Life	\$ 2.14			
CY 97	Medical	\$131.76	\$167.90	NA	\$241.90
	Dental	\$ 14.25	\$ 14.25	NA	\$ 14.25
	Life	\$ 2.14			
CY 96	Medical	\$130.74	\$166.88	NA	\$240.88
	Dental	\$ 15.41	\$ 15.41	NA	\$ 15.41
	Life	\$ 2.14			

\*Prior to 7/1/05, three tiers were used: employee only, employee + 1, employee + 2 or more.